

CHW CURRICULUM & TRAINER MANUAL DEVELOPMENT WORKSHOP

August 24 to September 11, 2003

Facilitators:

Dr. Ahmadullah Ahmadzai, CHW & Refresher Training Manager

Miram Jan Naeemi, Master Trainer

Mohamad Ghafoor Dehsabzwal, Master Trainer

Razia Naeem Khaliqi, Master Trainer

Management Sciences for Health

Rural Expansion of Afghanistan's Community-Based Healthcare (REACH)

USAID Contract Number: EEE-C-00-03-00021-00

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Ministry of Health – Kabul

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Participants: 11 participants, including MOH Communicable Disease Control Director, MOH PHC Deputy Director, MOH Member of PHC Department, WHO National Health Coordinator, IMC Training Director, SCA Health Human Resources Development Advisor, AHDS Medical Coordinator, Ibsina CBHC Officer, CHA HTSU In charge, AKDN Training Officer and ADF Master Trainer.

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PURPOSE:

The Interim Health Strategy of Afghanistan places a strong emphasis on Community-Based Health Care (CBHC), especially the training of Community Health Workers (CHWs). This component of the strategy aims to improve coverage of health services and will ultimately reduce the high morbidity and mortality among women and children. Until recently, no standard CHW job description existed, and as a result, CHWs have performed different tasks. In order to solve this problem, a CBHC Task Force consisting of members from the Ministry of Health (MOH), national and international NGOs, and UN organizations was formed to develop a CHW job description. Based on the CHW job description, the task force was requested to develop a standardized curriculum, to be approved by the MOH, for use by all organizations training CHWs. In July 2003, the CBHC Task Force completed the policy, job description, selection criteria, supervision system, competency list and CHW kit list, all of which were endorsed by MOH. In order to complete the development of the CHW curriculum, the members of the CBHC Task Force Committee decided to hold a three-week workshop. All members of the task force committee contributed to the workshop, with USAID – REACH, IMC and WHO in leadership roles.

Objective of the workshop:

To contribute to the improvement of CHW training by developing a standard CHW curriculum and trainer's manual, for approval by the MOH and adoption for the national BPHS program.

Desired outputs:

- 1- A standardized CHW curriculum
- 2- A manual for CHW trainers.

ACTIVITIES:

Following the inauguration, the first two days of the workshop focused on briefing participants on teaching methodologies, development of lesson plans and check lists, preparation of task analysis tables, evaluation of trainees, and other issues to help the participants develop a good curriculum and manual. The participants reviewed the CHW job description as well as skills and knowledge needed for performing the listed tasks.

In the first few days, all members were working to develop the content of each curriculum topic, as well as lesson plans, check lists, task analysis tables and evaluation methods. They were then broken into small

groups. Each group was assigned a topic to further develop, which was then presented in a plenary session for comments and suggestions. During the group work, one trainer from USAID – REACH facilitated each small group. Two computer operators prepared the finalized drafts.

This curriculum is an adaptation of materials previously developed and used by various organizations such as MOH, SCA, MSH, WHO and SC-UK, with inputs from several experienced, highly qualified professionals who participated in this workshop.

RESULTS/EVALUATION:

The objective of the workshop was met: the participants developed, revised and agreed upon a CHW curriculum and trainer's manual. All participants of the workshop actively participated in the workshop. Participants from different organizations shared their experiences as well as their strengths and weaknesses, which were taken into consideration in the development of the curriculum and manual.

NEXT STEPS:

1. When the Dari version of the CHW manual/curriculum is complete it will be translated into English and submitted to USAID for review. Following this review, the CHW Manual/curriculum will be submitted to the MOH for review and endorsement for use in training CHW. A Pashto translation will also be completed.
2. The Dari and Pashto versions will be printed and distributed to all CHWs and their trainers (according to workshop members, 2000 copies are sufficient for one year).
3. This CHW manual/curriculum should be used for one year, and then revised based on the comments of CHW trainers and needs of the communities served.

ANNEXES:

Annex 1: Workshop Agenda and Schedule

Annex 2: List of Participants

Annex 1: Workshop Agenda

Instructor Guide and CHW Curriculum Design and Development

Date: August 24 to September 11, 2003 (Sunday to Thursday)
Time: 8:00 AM to 4:00 PM
Venue: IMC Training Center, basement of Ministry of Health building

Participants:

Training coordinator or master trainer of the following organizations:
 MoH, WHO, IMC, SCA, CHA, Ibsina, ADF, AHDS, Agha Khan Foundation and USAID – REACH (4 persons).

Objective of the workshop:

To contribute toward the improvement of quality CHW training by developing a standard CHW curriculum and trainer manual for adoption and approval by MOH for the national BPHS program.

Desired outcomes:

- 3- Developing a standard CHW curriculum.
- 4- Developing a manual for CHW trainers.

Agenda:

Date	Time	Topic/activity	Facilitator or Responsible person
Aug 24	8:30-9:00	Registration	Miram Jan Naeemi
	9:00-9:30	Recitation from the Holy Quran Inauguration of the workshop Objectives of the workshop	Moh. Ghafoor Dehsabzwai Dr. M. Hanif Khoshahal, MoH Razia Naeem
	9:30-10:45	Teaching methodology	Dr. Ahmadullah Ahmadzai
	10:45-11:00	Tea break	
	11:00-12:30	Teaching methodology	Dr. Ahmadullah Ahmadzai
	12:30-1:30	Lunch and prayer break	
	1:30-2:45	Task analysis	Dr. Ahmadullah Ahmadzai
	2:45-3:00	Tea break	
	3:00-4:00	Lesson plan	Dr. Ahmadullah Ahmadzai
Aug 24 to Sep 11	8:00-10:00	Working on trainer guide & CHW curriculum	All participants of workshop
	10:00-10:15	Tea break	
	10:15-12:30	Working on trainer guide & CHW curriculum	All participants of workshop
	12:30-1:30	Lunch and prayer break	
	1:30-2:45	Working on trainer guide & CHW curriculum	All participants of workshop
	2:45-3:00	Tea break	
	3:00-4:00	Working on trainer guide & CHW curriculum	All participants of workshop

Annex 2:
List of workshop participants

SN	Name	Designation	Organization
1	Dr. Saeed Sabees	Medical Coordinator	AHDA
2	Dr. M. Haneef Khoshhal	Director Control of Com Diseases	MOH
3	Dr. M. Sarwar Alborz	Deputy Director - PHC	MOH
4	Dr. Sedeqa Hofiani	Training Director	IMC
5	Dr. Mehrudeen	CBHC Officer	Ibnisina
6	Dr. Hamidullah Saljuqi	Health Deputy Director	CHA
7	Dr. Ahagul Doost	National Health Coordinator	WHO
8	Dr. A. Habeeb Raufee	PHC Department	MOH
9	Dr. Najla Ahrari	Training Officer	AKDN
10	Dr. Sarwar Humaee	HRD Advisor	SCA
11	Adel Khan	Master Trainer	ADF
12	Razia Naeem	Master Trainer	USAID-REACH
13	Miramjan Naeem	Master Trainer	USAID-REACH
14	M. Ghafoor Dehsabzwal	Master Trainer	USAID-REACH
15	Dr. Ahmadullah Ahmadzai	CHW & Refresher Training Manager	USAID-REACH